

# Top Management Changes in September 2020

## TOP Changes Czech Republic

(Alphabetically ordered by companies)



**Filip Hearing**  
CEO  
Bankovní identita



**Martin Škop**  
CEO  
CETIN



**Dan Timotin**  
CEO  
Coca-Cola HBC CZ/SK



**David Chour**  
Vice-Chairman of the Board  
Czechoslovak Group



**Miroslav Dorňák**  
Vice-Chairman of the Board  
Czechoslovak Group



**Petr Dvořák**  
Vice-President  
European Broadcasting Union



**David Kříž**  
General Manager  
Iveco



**Serdar Güngör**  
Director of Product  
Engineering & Validation  
Iveco



**Jan Záhumenský**  
CFO Central Europe  
Mars



**Martin Hanáček**  
Board Member  
PORR



**Veronika Brázdilová**  
Director Commercial Operations  
Vodafone

## OTHER SIGNIFICANT CHANGES

(Alphabetical order)

NAME	COMPANY	POSITION
Jakub Jirousek	Interim Sales Director	Atalian
Aleš Zachoval	Dir. Customer Service, Logistics, Planning Europe	Heineken
Vladimír Soukup	Marketing Director	Linet Group
Zdeněk Dunder	Board Member	MERO
Jiří Cívka	Marketing and Communication Director	OK Holding
Lukáš Krch	Chief Executive Officer	Potten & Pannen – Staněk group
Zlata Ulrichová	Chief Marketing Officer	Rohlik.cz
Marek Smrž	Commercial Director	Roche
Tomáš Wolf	Head of Procurement – Central Europe	Tesco

## FIRST HOT NEWS from October

(Alphabetically ordered by companies)



**Miroslav Umlauf**

Chief Data Officer  
Avast



**Didier Stoessel**

CEO CZ/SK/RO/SI  
CME



**Luboš Jetmar**

CEO BG  
CME



**Michiel Kernkamp**

CEO CEE  
Nestlé



**Vítězslav Šantrůček**

Chief Product Officer  
Avast



**Erik Fortgens**

Head of Wholesale Banking  
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## TOP CHANGES SLOVAKIA

(Alphabetically ordered by companies)



**Andrea Chudá**

CEO  
CEIT



**Eva Bourdeau**

CFO  
Orange



**Peter Laco**

Head of Corporate Sales  
Slovak Telekom



**Juraj Káčer**

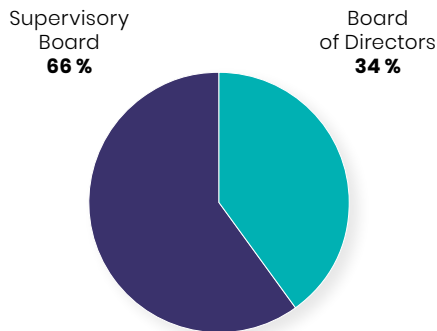
CEO  
Sociálna poisťovňa

## 3 TAKEAWAYS

### 1. Number of changes in Board of Directors vs. Supervisory Boards

Strong increase in changes in **Supervisory Boards**.

Shareholders want to increase control and strengthen the company's reputation and influence.



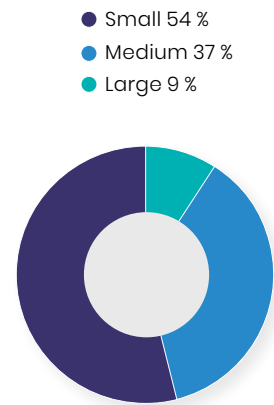
### 2. Number of changes in Regions

**Hiring** has significantly moved **outside the capital** (55 % in Prague, 45 % in other regions).



### 3. Number of changes according to the company size

Majority of changes happened in **small and medium - sized companies (91%)**.



## What else is going on?

- > The key players in senior management changes are **Czech companies**, especially in the segment of **manufacturing, energy solutions, and agriculture**.
- > Middle-Management Roles changed the most in **Banking and FMCG**.
- > Within **international companies**, the majority of changes happened in **IT and Services**.
- > According to our research, progressive companies are beginning to **explore the market for new talents** with an innovative approach outside their industry to prepare for the post-crisis period.

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We know what's going on.

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